The Values Poll results will serve as a starting point to enable deep, meaningful conversations around the culture at USC. It is not designed to diagnose everything right or wrong with USC. The poll will not be the final word on our culture, but only one facet of the conversation. We start with assessing our current and desired values and behaviors. High level results will be shared openly to help the USC community shape USC’s desired values and behaviors to enhance USC’s culture, building on work by faculty, staff, and students to assess culture improvement opportunities.

**WHAT ARE THE QUESTIONS ON THE VALUES POLL?**

The following 4 values questions will appear on the survey.

1. **Personal Values**
   Which 10 values most reflect who you are?

2. **Current Culture 1**
   Which 10 values most reflect your experience of your immediate environment (school or unit)?

3. **Current Culture 2**
   Which 10 values most reflect your experience of USC as a whole?

4. **Desired Culture**
   Which 10 values do you believe are essential for USC to achieve its highest potential?

**Demographics**

*These question include a “Decline to state” option*

**What demographics questions will be on the Values Poll?**

The demographics questions will be located before the four values questions on the Values Poll. Please see Page 2 for question details.

After consulting with faculty, staff, students, USC leaders, including the President’s Culture Commission as well as external survey providers, the Working Group recommends having the following four demographic questions on the Values Poll:

**Two Required Questions:**
1. Please indicate your role.
2. Please indicate your unit.

**Two Optional* Questions:**
1. Please indicate your gender identity.
2. Please indicate your race/ethnicity.

Why questions about gender identity and race/ethnicity?

Leaders across USC continuously hear about significantly different experiences based on gender identity and race/ethnicity.

These questions will help USC understand if there are gender-related and race/ethnicity-related nuances in the USC current-state culture that can lead to conversations to improve the situation.

USC is well-equipped to engage around the results of these two questions; the Office of Equity and Inclusion is already working on critical initiatives and can take the Values Poll data for additional analyses.

Demographics that are not included in the poll (e.g., sexual orientation, age, disability) will be explored in our Culture Sessions as we continue our Culture Journey. See below.

**How we plan to capture nuances in culture that won’t be raised through the four demographic questions:**

1. We plan to co-host some of the Culture Sessions with the Provost’s Diversity and Inclusion Council.
2. We will include an open-ended question (“Is there anything else you would like to add?”), so people feel that their voices are heard and we can identify key themes.
3. We will clearly communicate to the USC community what the Values Poll is and what it isn't, so they understand why additional demographic questions are not being asked – please visit our website: bit.ly/uscculturalvaluespoll
1. **PLEASE INDICATE YOUR PRIMARY ROLE**
   - Faculty (Tenured/Tenure-track/Continuing Appointment)
   - Faculty (Non-tenured)
   - Student (Undergraduate)
   - Student (Graduate)
   - Staff (Keck Medicine of USC)
   - Staff (All others including Keck School of Medicine)
   - Post-Doctoral
   - Resident/Fellow

*Values Poll participants will only be able to select one role option, even if they have multiple roles within USC.

2. **PLEASE INDICATE YOUR PRIMARY UNIT**
   **ACADEMIC**
   - Alfred E. Mann Institute of Biomedical Engineering
   - Annenberg School for Communication and Journalism
   - Bovard College
   - Dornsife College of Letters, Arts and Sciences*
   - Glorya Kaufman School of Dance
   - Gould School of Law
   - Herman Ostrow School of Dentistry*
   - Information Sciences Institute
   - Iovine and Young Academy
   - Keck School of Medicine
   - Leonard Davis School of Gerontology
   - Leventhal School of Accounting
   - Marshall School of Business
   - Roski School of Art and Design
   - Rossier School of Education
   - School of Architecture
   - School of Cinematic Arts
   - School of Dramatic Arts
   - School of Pharmacy
   - Sol Price School of Public Policy
   - Suzanne Dworak-Peck School of Social Work
   - Thornton School of Music
   - USC Libraries
   - Viterbi School of Engineering
   - Office of Legal Affairs and Professionalism
   - Office of SVP, Administration*
   - Office of SVP, Finance*
   - Office of the Provost*
   - University Advancement
   - University Communications
   - University Relations
   - USC Credit Union
   - Other

*Values Poll participants will only be able to select one role option, even if they have multiple roles within USC.

3. **PLEASE INDICATE YOUR GENDER IDENTITY.**
   **SELECT ALL THAT APPLY**
   - Decline to state
   - Agender
   - Gender Non-conforming
   - Man
   - Non-binary
   - Not Listed
   - Transgender
   - Woman
   - Other: _____________

   *Staff and Faculty will be asked a follow-up question about department or division for this unit.

4. **PLEASE INDICATE YOUR RACE/ETHNICITY.**
   **SELECT ALL THAT APPLY**
   - Decline to state
   - American Indian and Alaska Native
   - Asian
   - Black or African American
   - Hispanic or Latino
   - Native Hawaiian and Other Pacific Islander
   - White
   - Other: _____________

*Note: Answer options for questions 3 and 4 were provided by the Provost’s Diversity and Inclusion Council.